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Remarks

ER 89-4968


Executive Secretary

18 Dec 89

Date

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UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, D.C. 20415



OFFICE OF THE DIRECTOR

DEC 7 1989

MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND
INDEPENDENT AGENCIES

FROM: *Constance Berry Newman*
CONSTANCE BERRY NEWMAN
DIRECTOR

SUBJECT: REPORT ON THE PRESIDENTIAL MANAGEMENT INTERN
PROGRAM

The Presidential Management Intern (PMI) Program is now in its second decade. In order to get some measure of the success of the program and chart its future course, OPM has undertaken an extensive program assessment. As part of this effort, we compiled historical program data from the first 10 PMI classes (1978-1987) and have prepared our first report on the demographic and occupational characteristics of Presidential Management Interns.

The Executive Summary from the report is attached for your review. The entire report is being distributed to your agency's Directors of Personnel, Civil Rights and Equal Employment Opportunity. We intend to work diligently on those areas in which, as demonstrated in the report, we can do better. By doing this and by working closely with both you and the academic community, we believe we can keep the PMI Program what it has been since its inception--a premiere vehicle for bringing quality talent into the Federal Service.

Attachment

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EXECUTIVE SUMMARY

This report is the initial effort by the U.S. Office of Personnel Management (OPM) to analyze the first ten years of the Presidential Management Intern (PMI) Program. The information gathered has led to initiatives in (1) the recruitment arena in an effort to reverse some negative trends and, (2) the career development component to better serve both the program participants and the Federal service by developing the managers we will need to take us into the 21st century.

Recruitment

The process which ultimately leads to the selection of PMI finalists begins with the nomination of quality graduate students from universities across the nation. With the exception of one year which saw an increase (1983 to 1984), the number of nominations declined from a high of 920 in 1978 to a low of 524 in 1988. Beginning in 1988, OPM initiated a reinvigorated effort to improve the number and variety of students nominated for the program. Efforts included nationwide activities such as "Career America", improved college relations programs implemented in OPM's regions, and outreach by former PMIs speaking at their alma maters. These efforts resulted in a 22% increase in the number of nominations for 1989.

Placement

o After the period of governmentwide retrenchment in the early 1980's, Federal agencies expressed a need for increased numbers of PMIs. This led to Executive Order 12645 in 1988 which doubled from 200 to 400 the number of PMI appointments which can be made annually.

o PMIs are employed by 44 Federal agencies, departments and commissions. Ten of these agencies account for 61 percent of the PMI population and of these ten, the Department of Health and Human Services employs the largest number.

Demographics

- o Of the 1,867 individuals who became PMIs in the 10 years of the program, 1,169 or 62.6 percent remain.
- o Of those remaining, the percentage of Hispanics, Asian/Pacific Islanders and veterans has been steadily increasing since 1985. Although their numbers have been increasing, the percentage of Blacks and PMIs with disabilities has been relatively low and stable during that same time period.
- o Women have consistently been well represented. In fact, over 54 percent of each class since 1983 have been women.
- o Seventy-three percent of current PMIs are employed in the Washington, D.C. Metropolitan Statistical Area (MSA).

Career Progression

- o The PMI Program provides a "fast-track" for interns while they are in the program. Statistics from the Classes of 1978-1985 (interns graduated from the program) show that PMIs continue on the fast-track, with 69 percent employed in management positions, i.e., GS/GM 13 and above.